



COMMONWEALTH OF MASSACHUSETTS  
Executive Office of Health and Human Services  
Department of Public Health  
Board of Registration in Nursing  
239 Causeway Street  
Boston, MA 02114  
(617) 727-9961 ▪ [www.state.ma.us/reg/boards/rn](http://www.state.ma.us/reg/boards/rn)

**244 CMR 6.04(2)(b) 3 Waiver Application:  
Appointment of Registered Nurse Program Faculty  
for Clinical or Skills Laboratory Instruction**

Application date: \_\_\_\_\_

Nursing education program: \_\_\_\_\_

Program type:

- ☐ Hospital Based Diploma Program  
☐ Associate Degree

- ☐ Baccalaureate Degree  
☐ Entry-level Masters Degree

Parent institution type:

- ☐ Private  
☐ Public

Program administrator: \_\_\_\_\_

Prospective instructor: \_\_\_\_\_

Massachusetts RN license number: \_\_\_\_\_ Anticipated appointment/hire date: \_\_\_\_\_

Nursing course clinical or skills laboratory component to be taught (course title):  
\_\_\_\_\_

Nursing course clinical specialty:

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> Medical Nursing  | <input type="checkbox"/> Pediatric Nursing                 | <input type="checkbox"/> Maternity Nursing |
| <input type="checkbox"/> Surgical Nursing | <input type="checkbox"/> Psychiatric Mental Health Nursing | <input type="checkbox"/> Community Nursing |

**Yes      No**

- ☐      ☐ Prospective instructor holds current Massachusetts Registered Nurse licensure in good standing [244 CMR 6.04(2)(b)1].

**Waiver Option 1**

- ☐      ☐ Prospective instructor holds an earned baccalaureate degree in nursing and is matriculated in a graduate nursing program with an expected graduation date within five years of the waiver.

Graduate nursing education program: \_\_\_\_\_

Expected date of graduation: \_\_\_\_\_

☒ Please attach copy of current transcript to application.

- ☐      ☐ Prospective instructor possesses a minimum of two years full-time experience in nursing, or its equivalent within the last five years, and evidence of clinical competence in the area of clinical instruction [244 CMR 6.04(2)(b)4].

☒ Please attach copy of current resume.

*Continue next page*

Yes      No

Waiver Option 2

☐      ☐ Prospective instructor possesses an earned baccalaureate degree in nursing and a related non-nursing graduate degree.

☐      ☐ Prospective instructor possesses a minimum of two years full-time experience in nursing, or its equivalent within the last five years, and evidence of clinical competence in the area of clinical instruction [244 CMR 6.04(2)(b)4].  
☒ Please attach copy of current resume.

Waiver Option 3

☐      ☐ Prospective instructor holds an earned baccalaureate degree in nursing.

☐      ☐ Prospective instructor possesses a minimum of five years full-time experience in nursing, or its equivalent within the last eight years, and evidence of clinical competence in the area of clinical instruction.  
☒ Please attach copy of current resume.

☐      ☐ Upon employment by the appointing institution, prospective instructor will be mentored by a faculty member qualified under 244 CMR 6.04(2)(b) and in accordance with the current *Education Policy 02-02 Waiver Option 3: Novice Nurse Educator Mentorship, Guidelines for Clinical Education Experiences*, Massachusetts Board of Registration in Nursing, to promote the ongoing development of the prospective instructor to experienced nurse educator.

1. Indicate the reason this clinical or skills laboratory faculty position is open.

- ☐ Previous instructor retired
  - ☐ Previous instructor returned to school
  - ☐ Previous instructor returned to clinical practice
  - ☐ Previous instructor moved to another position in academia
  - ☐ Program change/expansion
  - ☐ Other:
- 

2. Indicate the reason that this waiver is necessary in the absence of faculty who meet the regulatory requirement at 244 CMR 6.04(2)(b)3.

- ☐ Maintain current faculty to student ratio in clinical
  - ☐ Maintain current faculty to student ratio in skills laboratory
  - ☐ Maintain current clinical affiliation
  - ☐ Maintain or increase student admissions as projected
  - ☐ Offer nursing course according to curriculum plan
  - ☐ Program expansion
  - ☐ Other:
- 

*Continue next page*

3. Rate the significance of the following factors on your ability to recruit faculty who meet the regulatory requirement at 244 CMR 6.04(2)(b)3 to fill this position.

1 – Most significant    2 – Somewhat significant    3 - Least significant

- ☐ Salary range offered by nursing education program
  - ☐ Competition with other academic institutions
  - ☐ Competition with clinical practice settings
  - ☐ Too few qualified applicants in geographic area
  - ☐ Administrative requirements (e.g. approval process for filing newspaper/journal advertisements)
  - ☐ Other:
- 

4. Number of vacant FTE positions filled by faculty who meet the regulatory requirement at 244 CMR 6.04(2)(b)3 in last 12 months: \_\_\_\_\_

5. Number of vacant clinical or skills laboratory positions filled by faculty who meet the regulatory requirement at 244 CMR 6.04(2)(b)3 in last 12 months? \_\_\_\_\_

---

**To be completed by Massachusetts Board of Registration in Nursing**

**Yes    No**

☐    ☐    244 CMR 6.04(2)(b) 3 Waiver for Clinical or Skills Laboratory Instruction  
Application demonstrates that the credentials of the prospective instructor are consistent with Education Policy 02-02: *244 CMR 6.04(2)(b) 3 Waiver Criteria*.

☐    ☐    **Applicable to Waiver Option 3 only:** Application demonstrates that, upon employment by the appointing institution, the prospective instructor will be mentored by a faculty member qualified under 244 CMR 6.04(2)(b) and in accordance with the current Section III: Education Policy 02-02 Waiver Option 3: Novice Nurse Educator Mentorship, *Guidelines for Clinical Education Experiences*.

**ACTION:**

☐    ☐    Grant waiver of 244 CMR 6.04(2)(b) 3.  
Waiver duration:  
Date granted:  
Completed by: Carol A. Silveira, MS, RN, Nursing Education Coordinator